

Labor-Management Partnership Council
Wednesday, August 8, 2012
12:00p.m. – 1:30p.m.

Attendees:

Honorable Vincent C. Gray

Allen Y. Lew

Chris Murphy

De'Shawn Wright

BB Otero

Natasha Campbell

Gregory Evans

Angell Jacobs

Thomas Faust

Jason Kamras

Lisa Mallory

Dexter Starkes

William Howland

Geo T. Johnson

James Ivey

Michael Flood

Eric Bunn

Tommie Ratliff

Aona Jefferson

Lee Blackmon

Vanessa Dixon

John Rosser

Sheila Marr

Takisha Brown

Andre Greene

Kehinde Asuelimen

Gabriel Robinson

Arnita Bonner-Evans

Jennifer Greene

Nicholas Majett

Rosalia Rojas

James Staton

Kyle Simmons

Rahsaan Coefield

Melissa Williams

Terry Bellamy

Saul Levin

Barbara Kirven

Don Tatum

Regina Youngblood

Lisa Wallace

Nadine Wilburn

Eugene Adams

Beverly Fields

Kathy Ashe

Jennifer Leonard

Brian Kenner

Quincy Booth

Neil Stanley

Andrew Washington

Ryan Solchenberger

Barbara B. Childs

Andrea Bagwell

Purpose:

This was the 1st session of the Labor-Management Partnership Council.

Meeting Notes on FOP-DOC Negotiations:

- The Labor-Management Partnership Council (LMPC) was called to order at 12:00p.m.
 - Mayor Gray welcomed everyone to the Labor-Management Partnership Council and acknowledged that Chairman Mendelson was in attendance along with Councilmember Kenyan McDuffie.
 - Mayor Gray thanked Geo Johnson, Eric Bunn, and Tommie Ratliff for being here. He thanked Jos Williams, even though he could not make it.
 - Mayor Gray recognized Deputy Mayor Quander and City Administrator Allen Lew as being instrumental in putting this council together.
 - Mayor Gray acknowledged that this council is all about partnership. He talked of how management and labor came together to bring awareness to the employees and the residents of the District of Columbia regarding HIV and AIDS. Mayor Gray also acknowledges that the employees of the District of Columbia should soon be receiving their money from the 2011 furloughs.

- Mayor Gray, acknowledged Natasha Campbell, Director of the Office of Labor Relations and Collective Bargaining. He said that she needed to be in the room as this was her realm. Mayor Gray said that when he was the Chair of the Council that he saw the pain in Ms. Campbell's face when the LMPC was eliminated and to get from that point to where we now are just exemplifies her hard work.
- Mayor Gray thanked Chris Murphy for his hard work in preparation of today's meeting along with Lionel Collins.
- Mayor Gray stated that there is an assault taking place on Labor in this country and that we need good partnership and a good relationship to accomplish some of our goals. He added that it is okay if we disagree on some things but disagreements do not have to be toxic. Mayor Gray said that we need to improve productivity and morale.
 - Mayor Gray stated that he used to receive emails daily from Sgt. Rosser. In the spirit of partnership, labor was included in the decision to select Director Tom Faust. There have been many improvements since his arrival.
- Geo welcomed everyone and read a preamble from one of the collective bargaining unit agreements. He added that he wrote that preamble in 2001 and that the same thought process exists today. Geo said that both labor and management have a common interest and that is servicing the residents of the District of Columbia.
 - Geo said that in order to move forward it is important to have a Mayor that is committed to moving forward with labor; and we have that in Mayor Gray. Geo said that the District of Columbia is not just a great city but it is the greatest city in the World and in turn has the greatest Mayor in the World.
- Geo said that District of Columbia has been without partnership for 4 long years. Geo said that partnership is like a marriage. It needs to have equal say and be equal in how the relationship works. Geo added that he is not saying that management has to give the store away.
 - Geo noted that partnership does exist. He noted that DC Government is doing things that many cities cannot even imagine like the Classification and Compensation Reform that is inclusive of both labor and management at the table.
 - Geo said that when you enter a Labor Management Partnership Council (LMPC) meeting labor and management should be sitting alongside one another instead of labor on one side and management on the other.
 - Geo said that both the employees and the managers have a common interest and that is making this city the greatest in the world. Geo added that we can do that together as one. The goals are to have efficient and effective services for the residents of the District of Columbia. Geo also noted that many of the members of the LMPC have professional titles but it is important to leave those titles and our egos at the door.

- Geo said that he has fought so much with Natasha Campbell that she is like one his siblings. He said that he looks forward to participating. He added that he is a straight up guy and that he was proud of the big turnout.
- Chair Mendelson stated that he agreed with everything that Geo said and added that when the LMPC 1st was established that he served on the city-wide partnership committee representing the City Council.
 - Chairman Mendelson added that the city-wide partnership was not about collective bargaining it was about making the agencies better.
 - Chairman Mendelson said that it was his recollection that for those agencies where Directors personally participated in the LMPC also had pretty good relationships with labor at their agencies. Chairman Mendelson said that participation is the key.
 - Chairman Mendelson stated that Councilmember Kenyan McDuffie would serve on the LMPC as a representative from the D.C. City Council.
 - Mayor Gray commented that Councilmember McDuffie has now come full circle since when he was working with Deputy Mayor Quander he was working on getting the LMPC up and running as one of his assignments.
- Mayor Gray commented that Director Staton has been tasked with leading the D.C. One Fund initiative and in the spirit of partnership he asked that this initiative be partnered with Labor.
 - Director said that he would be glad to work in tandem with someone from Labor.
 - Director Staton said that Director Mallory and he have a goal of getting \$1 million dollars donated.
- FMCS Presentation was given by Kurt Saunders and the PowerPoint used would be circulated amongst the LMPC members.
- Mayor Gray asked Lionel what would happen next.
 - Lionel indicated that a follow-up email would be sent out with the following to the membership:
 - Copy of the Power Point
 - Minutes from today's Meeting (August 8, 2012)
 - Future Training(s)
 - Survey

- Mayor suggested that the strategic plan that was discussed on page 5 of the presentation start sooner than later because it is a necessary to set up the framework for the LMPC.
 - Lionel said that the next meeting would occur in October with discussions related to the budget and the results of the Survey.
 - Mayor Gray said that he was not sure that would be the best strategy. He added that Geo and he could do this together but buy-in is needed from all of the members of the LMPC. Mayor Gray said that the group at the table should create the strategic plan collectively. He added that if we are going to work together then we need to work together.
 - Mayor Gray said earlier he had recommended the suggestion of having the D.C. One Fund as a partnership activity. He added that it was just a suggestion.
- Geo asked if the membership had any comments about the presentation or anything at all.
 - Vanessa Dixon said that she appreciated the Mayor and Geo for getting the LMPC started again.
 - Tommie Ratliff said that he looks forward to working on the LMPC.
 - Sgt. Rosser commented that allowing the Union to be permitted in the selection committee for the Department of Corrections Director position has made all the difference in the relationship at the jail.
 - Director Faust commented that during his interviews the Union was at the table and that they were a major part of the hiring process. He added that a good relationship between management and labor is important. Director Faust stated that communication is critical and it goes beyond just the labor management meetings that we have. There are several informal meetings that he has with Labor that provides a lot of value.
 - Director Howland stated that everything that has been said goes the same for him. He said that partnership comes from the willingness to communicate. Director Howland said that with the help of Geo Johnson and James Ivey recycling has now been brought back under the Department of Public Works (DPW).
 - Geo commented that he was glad to hear that and added that he first got his start in DPW.
 - Ryan Solchenberger commented on the partnership at OSSE-DOT and said that labor and management working together has brought out many possible outcomes.
 - City Administrator Lew commented that a lot of discussions have been centered on trust. He added that trust is earned and that if we use “common sense” then we

know that no one here is trying to hurt anyone. City Administrator Lew said that we need to work together. He added that over the past year management has been trying to change the old culture to one of partnership.

- Director Mallory said that she had worked on V.P. Gore's campaign and also under Mayor Williams and that in order to move forward that we need to stop living in the past. She said the past is important as we can take lessons from it and learn from it however, we need to move forward in a more positive way.
- Geo Johnson said in closing that it's time for everyone to get back to work.
- LMPC was adjourned at 1:28p.m.